

BOARD POLICY

7365

SOUTH ORANGE COUNTY
COMMUNITY COLLEGE DISTRICT

HUMAN RESOURCES

DISCIPLINARY ACTION OF CLASSIFIED EMPLOYEES

The Chancellor shall establish regulations for the disciplinary proceedings applicable to permanent classified employees of the District. Such regulations shall conform to the requirements of the Education Code. Nothing in this Board Policy or corresponding Administrative Regulation shall supersede any collective bargaining agreement or state law.

The Board's determination of the sufficiency of the cause for disciplinary action of a classified employee shall be final.

No disciplinary action shall be taken for any cause that arose prior to the employee becoming permanent, nor for any cause that arose more than two (2) years preceding the date of the filing of any charge(s) against the employee, unless that cause was concealed or not disclosed by the employee when it could be reasonably assumed that the employee should have disclosed the facts to the District. However, the District may cite prior discipline and written warnings and/or reprimands to establish a pattern of prior conduct.

Reference:

Education Code Section 88013

Government Code Sections 3300 et seq.

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